

City of Menasha
Personnel Committee
Council Chambers, 3rd Floor
140 Main Street, Menasha
January 3, 2006
MINUTES

I. Meeting called to order by Chairman Weber at 5:40 p.m.

A. Roll Call

Present: Ald. Hendricks, Eckstein, Michalkiewicz, Mulvey, Merkes, Taylor, Wisneski, Weber,
Mayor Laux

Also Present: PC Stanke, DPW Radtke, CDD Keil, Comp Stoffel CA/HRD Brandt, Clerk Galeazzi,
And the Press.

B. Consideration of Salary Plan for Non-represented Employees.

CA/HRD Brandt explained the changes to the salary plan. The changes were made to stay in line with the union positions. The 2006 budget was approved with a 3% adjustment to non-represented employees (1½% in Jan, 1½% in Sept.)

Discussion on what the actual dollar figures would be for non-represented employees. They would like to see amounts and what impact it will have on the budget.

Moved by Ald. Taylor, seconded by Ald. Wisneski to recommend to Council to approve salary plan for non-represented employees.

Discussion.

Moved by Ald Mulvey, seconded by Ald. Merkes to hold for two weeks items B, C & D.

C. Consideration of three-tiered structure for Non-represented Employees.

Held for two weeks.

D. Consideration of adjustment to midpoint for 2006 for Non-represented salary ranges and Supervisory Lieutenants salary range.

Held for two weeks

E. Consideration of City Assessor position.

Discussion on options, as this position is a Council appointment.

Comptroller/Treasurer Stoffel explained the short-term needs for that department.

CDD Keil explained the interaction between the Assessor's Office and Community Development.

Moved by Ald. Merkes, seconded by Ald. Hendricks to recommend to Council to authorize Compt. Stoffel to obtain at least two proposals for a private firm to assist in the short-term.

Motion carried.

Moved by Ald. Merkes, seconded by Ald. Hendricks that long-term options be examined and brought back to Council and current job description of City Assessor be provided.

Motion carried.

II. ADJOURNMENT

Moved by Ald. Wisneski, seconded by Ald. Merkes to adjourn at 6:40 p.m.

Motion carried.

Deborah A. Galeazzi
City Clerk

Personnel Committee
Council Chambers, 3rd Floor

MINUTES

I. Meeting called to order by Chairman Weber at 5:40 p.m.

A. Roll Call

Present: Ald. Eckstein, Michalkiewicz, Mulvey, Merkes, Taylor, Wisneski, Weber, Hendricks

Excused: Mayor Laux

Also Present: CA/HRD Brandt, Lt. Bouchard, DPW Radtke, CDD Keil, Comp Stoffel, Clerk Galeazzi
And the Press

B. Consideration of Salary Plan for Non-represented Employees. (Held 1/3/06)

Chairman Weber explained the Personnel Committee consisting of himself, Ald. Hendricks, Mayor Laux and CA/HRD Brandt revised the current salary plan to keep non-represented employees in line with their union counterparts.

CA/HRD Brandt will work with Comp Stoffel on their options to fund the added cost. One of the options would be through vacancies in some departments.

Moved by Ald. Taylor, seconded by Ald. Hendricks to recommend to Council to approve the Salary Plan for Non-represented Employees.

Moved by Ald. Wisneski, seconded by Ald. Merkes to amend item #11 of the Salary Plan to read 1½% on January 1 and 1½% on July 1.

Motion to amend failed on roll call 3-5.

Ald. Weber, Wisneski, Merkes – yes

Ald. Taylor, Hendricks, Eckstein, Michalkiewicz, Mulvey – no

**Motion to recommend to Council approval of Salary Plan
carried on roll call 8-0.**

C. Consideration of three-tiered structure for Non-represented Employees. (Held 1/3/06)

Moved by Ald. Taylor, seconded by Ald. Wisneski to recommend to Council approval of three-tiered structure for Non-represented Employees.

Discussion: CA/HRD Brandt explained PHD Nett requested Health Sanitarian/Sealer and Public Health Nurse II be taken out of Supervisor tier and put in non-supervisor tier.

Moved by Ald. Taylor, seconded by Ald. Wisneski to transfer Health Sanitarian/Sealer and Public Health Nurse II from Supervisor tier to Non-Supervisor tier.

Motion to amend carried on roll call 8-0.

**Motion to recommend to Council as amended
carried on roll call 8-0.**

D. Consideration of adjustment to midpoint for 2006 for Non-represented salary ranges and Supervisory Lieutenants salary range. (Held 1/3/06)

Moved by Ald. Wisneski, seconded by Ald. Merkes to recommend to Council to approve adjustment to midpoint for 2006 for Non-represented salary ranges and Supervisory Lieutenants salary range.

Motion carried on roll call 8-0.

II. ADJOURNMENT

Moved by Ald. Michalkiewicz, seconded by Ald. Mulvey to adjourn at 6:05 p.m.

Motion carried.

Deborah A. Galeazzi
City Clerk

Personnel Committee
Council Chambers, 3rd Floor
140 Main Street, Menasha
February 6, 2006
MINUTES

I. Meeting called to order by Chairman Weber at 8:15 p.m.

A. Roll Call

Present: Ald. Michalkiewicz, Mulvey, Merkes, Taylor, Wisneski, Weber, Eckstein, Mayor Laux.

Excused: Ald. Hendricks.

Also Present: CA/HRD Brandt, CDD Keil, Comp Stoffel, Clerk Galeazzi, and the Press.

B. City Assessor Position – short term

Comp Stoffel explained the options for the Council with the resignation of Assessor Drew Heiden and the upcoming retirement of Deputy Assessor George Arno. He provided proposals from two private firms, Accurate Appraisal and Associates Appraisal Consultants of Appleton, for services to assist in the completion of the 2006 property assessment roll. Accurate Appraisal conducted the citywide revaluation in 2005. He explained the City is required to have an Assessor. It could be an individual, a private firm, or a combination of both.

Moved by Mayor Laux, seconded by Ald. Michalkiewicz to recommend to the Common Council to hire Accurate Appraisal for the short term through the adjournment of the Board of Review for 2006.

Motion carried on roll call 8-0.

C. City Assessor Position – long term.

Comp Stoffel recommends for long term have an in-house staff of one to handle assessment services and to serve as the liaison between the city, taxpayers and a private firm.

CA/HRD Brandt explained the hiring of an in-house Assessor or Deputy Assessor could take time.

Moved by Ald. Taylor, seconded by Ald. Michalkiewicz to instruct the Salary Review Committee, Comp Stoffel and CDD Keil to begin the search for a new Assessor and to bring back three candidates for Council appointment.

Motion carried on roll call 8-0.

D. Motion to Adjourn into Closed Session pursuant to Sec. 19.85 (1)(e) Deliberating or Negotiating the Purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. (Local 603, Local 1035 and Local 1035B AFSCME negotiating for Collective Bargaining Agreements expiring 12/31/06).

Moved by Ald. Wisneski, seconded by Ald. Merkes to adjourn at 9:00 p.m. to closed session.

Motion carried on roll call 8-0.

Deborah A. Galeazzi
City Clerk

Personnel Committee
Council Chambers, 3rd Floor
140 Main Street, Menasha
February 20, 2006

MINUTES

I. Meeting called to order by Chairman Weber at 6:00 p.m.

A. Roll Call

Present: Ald. Mulvey, Merkes, Taylor, Wisneski, Weber, Hendricks, Eckstein, Michalkiewicz,
Mayor Laux

Also Present: PC Stanke, DPW Radtke, CDD Keil, Comp Stoffel, CA/HRD Brandt, Clerk Galeazzi,
and the Press.

B. Direct Deposit Policy.

CA/HRD Brandt explained the payroll department has perfected the current payroll software program to be able to offer the employees direct deposit. If approved it would be mandatory for all full-time, part-time and casual employees, and elected officials. This would be a savings to the City for the processing of payroll.

Discussion was held on offering employees and elected officials the option of having direct deposit or still receiving a check.

Moved by Mayor Laux, seconded by Ald. Michalkiewicz to recommend to Common Council to approve direct deposit policy.

Motion carried on roll call 6-3.

Ald. Wisneski, Weber, Hendricks, Eckstein, Michalkiewicz

Mayor Laux – yes

Ald. Mulvey, Merkes, Taylor – no.

C. Amendment to Credit Union Policy.

CA/HRD Brandt explained the amendment is any changes in payroll deductions to the Credit Union will be effective on the first paycheck 14 calendar days after notice to the payroll dept. This will give the payroll dept. more time to make the changes.

Moved by Ald. Michalkiewicz, seconded by Ald. Eckstein to recommend to Common Council to approve the amendment to the Credit Union Policy.

Motion carried on roll call 9-0.

D. Elimination of advance vacation checks

CA/HRD Brandt explained the need for advance checks is eliminated with direct deposit.

Moved by Ald. Michalkiewicz, seconded by Ald. Eckstein to recommend to Common Council to approve the elimination of advance vacation checks.

Motion carried on roll call 8-1. Ald. Taylor – no.

II. ADJOURNMENT

Moved by Ald. Wisneski, seconded by Ald. Hendricks to adjourn at 6:11 p.m.

Motion carried on voice vote.

Deborah A. Galeazzi
City Clerk

Personnel Committee
Council Chambers, 3rd Floor
140 Main Street, Menasha
March 20, 2006
MINUTES

I. Meeting called to order by Chairman Weber at 9:45 p.m.

A. Roll Call

Present: Ald. Wisneski, Weber, Hendricks, Eckstein, Michalkiewicz, Mulvey, Merkes, Taylor
Mayor Laux

Also Present: Lt. Brunn, DPW Radtke, CDD Keil, Comp. Stoffel, PRD Tungate,
MU GM Young, CA/HRD Brandt, Deputy Clerk Sewall and the Press.

A. 2007 Budget Shortfall

Taken up in Common Council Meeting

B. Heath Insurance Committee

CA/HRD Brandt reported that the committee will hold its first meeting on Thursday, March 23rd from 2:30 to 4:00 pm. Bill Russel will be present to explain health insurance basics. CA/HRD Brandt noted that keeping the committee to 10-12 people is advisable.

C. Vacant Positions – Street Department.

PWD Radtke explained that they are in the process of arranging a start date for one person. There is one position available for an Assistant Sewer Operator, but he hasn't gotten the directive of the council and Mayor to hire. This position could most likely be filled internally and a common laborer position would become available. There is also a Mechanic I position that needs to be filled.

Moved by Ald. Wisneski, seconded by Ald. Taylor to refer the hiring of the Mechanic I and Assistant Sewer Operator positions in the Street Department to the Common Council.

Motion carried on roll call 7-2.

**Ald. Merkes, Taylor, Wisneski, Weber,
Hendricks, Mulvey, Mayor Laux-yes.**

Ald. Eckstein, Michalkiewicz-no.

D. Vacant Positions – Parks Department

Moved by Ald. Wisneski, seconded by Ald. Taylor to refer the hiring of a park position to the Common Council.

Discussion about potential hybrid position.

Motion carried on roll call 6-3

**Ald. Taylor, Wisneski, Weber, Hendricks,
Mulvey, Mayor Laux-yes.**

Ald. Michalkiewicz, Eckstein, Merkes-no.

E. Announced Retirements

CA/HRD Brandt discussed the recent retirements and the upcoming retirements.

II. ADJOURNMENT

Moved by Ald. Merkes, seconded by Ald. Taylor to adjourn at 10:32 p.m.

Motion carried on voice roll.

Kristin Sewall
Deputy Clerk

CITY OF MENASHA
PERSONNEL COMMITTEE
Council Chambers, 3rd Floor
140 Main Street, Menasha, WI
Monday, June 19, 2006

MINUTES

I. Meeting called to order by Chairman Michalkiewicz at 9:40 p.m.

A. Roll Call

Present: Ald. Hendricks, Eckstein, Michalkiewicz, Chase, Merkes, Taylor, Wisneski, Pack
Mayor Laux

Also Present: CA/HRD Brandt, DPW Radtke, Comp Stoffel, PRD Tungate,
PWS Jacobson, Pk Supt Huss, Clerk Galeazzi, and the Press

B. Local 1035 Staffing

CA/HRD Brandt explained the plan to reduce staff by one at the Public Works Facility. It would be from the Parks Department side. Management has created a plan to deal with budget shortfalls and still maintain the level of service residents are used to. They have separated staff into four divisions. Management will utilize staff from the different divisions to meet the needs of the City. Staff could work on park-related activities or street-related activities.

There currently is a posting for a Common Labor position. The recommendation is to hire for a second Common Laborer position and discontinue the Park Laborer position.

Discussion ensued.

Moved by Ald. Merkes, seconded by Ald. Pack to approve recommendation of hiring a second Common Laborer position and discontinue Park Laborer position.

Motion carried on roll call 9-0.

II. ADJOURNMENT

Moved by Ald. Eckstein, seconded by Ald. Pack to adjourn at 10:05 p.m.

Motion carried on voice vote.

Deborah A. Galeazzi
City Clerk

CITY OF MENASHA PERSONNEL COMMITTEE
Common Council Chambers
140 Main Street, Menasha, WI
Monday, August 7, 2006
MINUTES

I. Meeting called to order by Chairman Michalkiewicz at 9:10 p.m.

A. Roll Call

Present: Ald. Chase, Merkes, Taylor, Wisneski, Pack, Hendricks, Michalkiewicz, Mayor Laux

Excused: Ald. Eckstein

Also Present: CA/HRD Brandt, Comp Stoffel, CDD Keil, Clerk Galeazzi, and the Press.

B. City Assessor Position

CA/HRD Brandt reported on the two people they interviewed today. A third interview is scheduled for August 21. These were the three best applicants of the applications/resumes that were received.

Moved by Ald. Pack, seconded by Mayor Laux to delay hiring of an Assessor until they explore the possibility of privatizing, but to continue interviewing process.

Discussion ensued at length on the pros and cons of exploring the possibility of outsourcing the Assessor duties and the savings potential.

Ald. Merkes asked for a Point of Order, Assessor's position is a Council Appointment, Mayor Laux should not have say in this appointment.

Chairman Michalkiewicz, Point of Order not well taken, Mayor Laux is part of Personnel Committee.

Discussion on requests for proposals and what services would be required.

Motion carried on roll call 7-1 Ald. Merkes – no.

C. Motion to Adjourn into Closed Session pursuant to sec. 19.85(1) (e) Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.
(Local 603, 1035 and 1035B AFSCME negotiations)

Moved by Ald. Wisneski, seconded by Ald. Pack to adjourn at 10:30 p.m. into Closed Session pursuant to sec. 19.85(1) (e) Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. (Local 603, 1035 and 1035B AFSCME negotiations)

Motion carried on roll call 7-1. Ald. Taylor – no.

Deborah A. Galeazzi
City Clerk

CITY OF MENASHA
PERSONNEL COMMITTEE
Common Council Chambers
140 Main Street, Menasha, WI
Monday, September 18, 2006
MINUTES

I. Meeting called to order by Chairman Michalkiewicz at 9:20 p.m.

A. Roll Call

Present: Ald. Pack, Hendricks, Eckstein, Michalkiewicz Chase, Merkes, Taylor, Wisneski
Mayor Laux

Also Present: CA/HRD Brandt, CDD Keil, Comp/Treasurer Stoffel, Clerk Galeazzi

B. City Assessor Position – RFP and update

CDD Keil updated the Council on a recent meeting between himself, Comp/Treasurer Stoffel, AP Jessica Beckendorf, GIS Tech Tim Montour and Lee DeGroot from Accurate Appraisal, LLC. They discussed the duties of the Assessors Office and how it is associated to different departments within the City. They used the information obtained from the meeting to prepare a Request for Proposal (RFP) on outsourcing the Assessors Office and send it out to different appraisal companies.

Discussion ensued on having the Personnel Committee or Council review the RFP.

Moved by Ald. Merkes seconded by Ald. Hendricks that the Request for Proposal be approved by The Council before being sent out for proposals.

Discussion ensued on if time allows for the Council to approve the RFP and still get it back in a timely manner.

Motion carried on roll call 8-1.

**Ald. Merkes, Taylor, Wisneski, Hendricks, Eckstein,
Michalkiewicz, Chase, Mayor Laux – yes.**

Ald. Pack – no.

Discussion ensued on having Accurate Appraisal assist with Assessor duties until end of the year.

Moved by Mayor Laux seconded by Ald. Chase to contract with Accurate for remainder of year for Assessor services

Discussion ensued on setting an amount for the services.

Mayor Laux removed his motion, Ald Chase removed her seconded.

Moved by Mayor Laux seconded by Ald. Chase to recommend to Common Council to obtain a proposal from Accurate Appraisal for Assessor services for balance of the year.

Motion carried on roll call 9-0.

C. Motion to Adjourn into Closed Session pursuant to sec. 19.85(1) (e) Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.
(Local 603, 1035 and 1035B AFSCME negotiations for Collective Bargaining Agreement expiring 12/31/06)

Moved by Ald. Wisneski seconded by Ald. Merkes to adjourn 9:50 p.m. into Closed Session pursuant to sec. 19.85(1) (e) Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. (Local 603, 1035 and 1035B AFSCME negotiations for Collective Bargaining Agreement expiring 12/31/06)

Motion carried on roll call 9-0.

Deborah A. Galeazzi
City Clerk

CITY OF MENASHA
PERSONNEL COMMITTEE
Common Council Chambers
140 Main Street, Menasha, WI
Monday, October 30, 2006

MINUTES

I. Meeting called to order by Chairman Michalkiewicz at 6:00 p.m.

A. Roll Call

Present: Ald. Michalkiewicz, Chase, Merkes, Wisneski, Hendricks, Eckstein, Mayor Laux

Excused: Ald. Taylor, Pack

Also Present: CA/HRD Brandt, PC Stanke, Comp/Treasurer Stoffel, CDD Keil, DPW Radtke, Clerk Galeazzi.

B. Recommendation to the Common Council for ratification of Collective Bargaining Agreement Extension between the City of Menasha and Local 603, AFSCME for 2007-2008 (Police)

Moved by Mayor Laux seconded by Ald. Eckstein to recommend to Common Council the ratification of Collective Bargaining Agreement Extension between the City of Menasha and Local 603, AFSCME for 2007-2008 (Police)

Discussion: CA/HRD Brandt explained one change was made, page 2 of the contract, item C1, Call Time, will be deleted. This item would go back to what was stated in the previous contract.

CA/HRD Brandt explained the clothing and cleaning of clothing allowance for each union employee.

CA/HRD Brandt explained the pay rate and what the increase is based on and what impact a split increase has on the budget.

Motion carried on roll call 7-0.

C. Recommendation to the Common Council for ratification of Collective Bargaining Agreement Extension between the City of Menasha and Local 1035B, AFSCME for 2007-2008 (City Hall & Police Support Staff)

Moved by Mayor Laux seconded by Ald. Wisneski to recommend to the Common Council the ratification of Collective Bargaining Agreement Extension between the City of Menasha and Local 1035B, AFSCME for 2007-2008. (City Hall & Police Support Staff)

Discussion: CD/HRD Brandt explained comparing job titles within the unions. He also explained the Tentative Agreement brings the salary levels of different job titles more in line with each other.

Motion carried on roll call 7-0.

D. Explanation of Tentative Agreement between the City of Menasha and Local 1035, AFSCME for 2007-2008 (Public Works)

CA/HRD Brandt explained Local 1035 has not met to vote on this agreement. That will be done this week and he will have a recommendation for the next Personnel Committee.

E. Consideration of proposals for Assessor

Comp/Treasurer Stoffel explained all the proposals received met the requirements of the RFP that was sent out. Accurate Appraisal gave a quote with and without a revaluation. All other proposals were based on a revaluation.

Moved by Mayor Laux seconded by Ald. Chase to recommend to the Common Council to accept the proposal from Associated Appraisal Consultants for Property Assessment Maintenance and Tax Listing Services for 2007

Comp/Treasurer Stoffel, CDD Keil and CA/HRD Brandt explained how much time their departments spend on Assessor related duties.

Discussion held on original direction was to hire in-house assessor and the use of outside services to assist. The Council has taken a different direction to see what is more cost effective.

Motion carried on roll call 7-0.

II. Adjournment

Moved by Ald. Chase seconded by Ald. Wisneski to adjourn at 7:20 p.m.

Motion carried by voice vote.

Deborah A. Galeazzi
City Clerk

CITY OF MENASHA
PERSONNEL COMMITTEE
Common Council Chambers
140 Main Street, Menasha, WI
Monday, November 6, 2006

MINUTES

I. Meeting called to order by Chairman Michalkiewicz 5:15 p.m.

A. Roll Call

Present: Ald. Merkes, Taylor, Wisneski, Pack, Hendricks, Eckstein, Michalkiewicz, Chase, Mayor Laux.
Also Present: CA/HRD Brandt, Lt. Bouchard, Comp/Treasurer Stoffel, DPW Radtke, CDD Keil,
PHD Nett, Clerk Galeazzi. and the Press.

B. Recommendation to the Common Council for ratification of Collective Bargaining Agreement Extension between the City of Menasha and Local 1035 AFSCME for 2007-2008. (Public Works)

Moved by Ald. Wisneski seconded by Ald. Pack to recommend to the Common Council the ratification of Collective Bargaining Agreement Extension between the City of Menasha and Local 1035 AFSCME for 2007-2008. (Public Works)

CA/HRD Brandt reported this contract was passed by Local 1035, 16-5.

Motion carried on roll call 9-0.

C. Consideration of January 1, 2007 and September 1, 2007 adjustments to all non-represented Employees' salaries.

Moved by Mayor Laux seconded by Ald. Pack to recommend to the Common Council the consideration of a January 1, 2007 and September 1, 2007 adjustments to all non-represented employees' salaries.

CA/HRD Brandt explained the non-represented were not separated by tiers for the adjustments.

Motion carried on roll call 8-1. Ald Hendricks – no.

D. Consideration of January 1, 2007 and September 1, 2007 adjustments to Supervisory Lieutenants' salaries.

Moved by Ald. Pack seconded by Ald. Eckstein to recommend to the Common Council consideration of January 1, 2007 and September 1, 2007 adjustments to Supervisory Lieutenants' salaries.

Motion carried on roll call 9-0.

E. Consideration of adjustment to midpoint for 2006 for non-represented salary ranges and Supervisory Lieutenants salary range.

Moved by Mayor Laux seconded by Ald. Eckstein to recommend to the Common Council consideration of adjustment to midpoint for 2006 for non-represented salary ranges and Supervisory Lieutenants' salary range.

Motion carried on roll call 9-0.

III. ADJOURNMENT

Moved Mayor Laux seconded by Ald. Wisneski to adjourn at 5:24 p.m.

Motion carried on voice vote.

Deborah A. Galeazzi
City Clerk

CITY OF MENASHA PERSONNEL COMMITTEE
Common Council Chambers
140 Main Street, Menasha, WI
Monday, December 18, 2006
MINUTES

I. Meeting called to order by Chairman Michalkiewicz at 10:00 p.m.

A. Roll Call

Present: Ald. Eckstein, Michalkiewicz, Chase, Merkes, Taylor, Wisneski, Pack, Hendricks,
Mayor Laux

Also Present: CA/HRD Brandt, Clerk Galeazzi.

B. Recommendation to direct the Human Resources Director to develop a merit based system for annual salary adjustments for Department Heads and Supervisors. (Ald. Merkes)

Discussion ensued on developing a merit-based system rather than giving salary increases based on longevity.

Mayor Laux explained the merit-based system was used in the past and was not a fair way for the public sector. The current plan is less costly than merit plan.

CA/HRD Brandt explained not many municipalities use a merit-based system for pay increases for their employees.

Moved by Ald. Merkes seconded by Ald. Hendricks to recommend to Common Council for HRD Brandt to develop a merit-based system.

Discussion.

Motion withdrawn.

Moved by Ald. Merkes seconded by Ald. Hendricks to direct HRD Brandt to bring back to Personnel Committee ideas for a merit-based system of annual salary adjustment for Department Heads and Supervisors.

Motion carried on roll call 9-0.

C. Review of videotape of previous Common Council meeting (Ald. Taylor)

Unable to view videotape due to equipment problems.

II. ADJOURNMENT

Moved Ald. Taylor seconded by Ald. Merkes to adjourn at 10:50 p.m.

Motion carried on voice vote.

Deborah A. Galeazzi
City Clerk